

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
DELTA COLLEGE AND DELTA COLLEGE FACULTY ASSOCIATION, MEA/NEA  
ON  
FACULTY EVALUATIONS**

This Memorandum of Understanding (“MOU”) is entered into between and among Delta College (“College”) and the Delta College Faculty Association, MEA/NEA (“DCFA”) (individually, a “Party” and collectively, the “Parties”). The Parties hereby agree to the following terms; the Parties hereby agree that this MOU cannot be changed unless by a written agreement signed by an authorized representative of each Party; and, the Parties agree that these terms will supersede any policies or practices inconsistent with these terms:

Paragraph two of Article X (Evaluations) indicates that all Faculty members not submitting a promotion/tenure application will be “comprehensively evaluated” by their respective Associate Dean. This comprehensive evaluation will include a narrative as well as ratings and a classroom observation. Each faculty member (excluding those submitting a promotion/tenure application) will receive a full evaluation by their Associate Dean once during the three-year evaluation cycle within the 2022-2025 years of the DCFA Collective Bargaining Agreement. The Human Resources Office will designate the rotation of faculty evaluations in collaboration with the DCFA. Notice will be provided each January to the faculty who will be included in the upcoming evaluation cycle.

All terms in the CBA and other MOUs between the Parties not inconsistent with this MOU shall continue to apply. This MOU is not precedent-setting and cannot be used as evidence of a practice or policy at the College.

Delta College DocuSigned by:  
*Michael Gavin*  
214C66D2E0C94E5 Date 12/13/2022

DCFA/MEA/NEA DocuSigned by:  
*Sti Vanderlaan*  
8AA541EE045440E Date 12/13/2022